

May 2026

Organizational Study Proposal *Potential Topics for Investigation*

On March 18, 2026, at the direction of the ABC Board, Superintendent Brady-Shanley was charged with formulating a proposal for an organizational study of the Region’s K–8 schools, with consideration for feedback from board chairs before presentation to individual boards.

Purpose:

The purpose of this organizational study is to evaluate the Region’s K–8 structure to ensure long-term educational excellence, equity, and fiscal sustainability. Through an analysis of demographic trends, enrollment patterns, and operational capacities, the study will help identify a future-focused framework that maximizes opportunities for students, strengthens and aligns academic programming, and responsibly stewards community resources.

Currently, enrollment in several smaller schools is declining while operational costs continue to rise. As part of this work, the study will clearly outline the financial and educational realities of the Region’s current model so that each local board of education and community can make informed, data-driven decisions about their school.

The study also recognizes that community identity is deeply connected to local schools. For that reason, “History and Tradition” is included as an explicit area of review. At the same time, the Region must examine the educational impact of declining enrollment. This study is intended to help the Region balance the preservation of local identity with the responsibility to provide a high-quality, sustainable educational experience for all students.

Proposed Timeline:

Date:	Action:
March 18, 2026	Initial ABC Meeting directing the Superintendent to prepare topics to be included in an Organizational Study.
May 20, 2026	ABC Meeting - Initial presentation of the topics for potential inclusion into an Organizational Study. Feedback provided by ABC members prior to finalization.
June, July, or August 2026	Local BOE will add the following to their monthly Board of Education agenda: “Discussion and Potential Action - Review the Organizational Study Proposal and determination participation.”
September 2026	Superintendent DRAFTS her annual goals & the Organizational Study as the main focus area for the 26/27 school year - to be approved by local BOEs and ABC.

September 2026 to May 2027	Organizational Study
June 2027	Presentation of Findings

Communication Planning:

Effective communication and meaningful stakeholder engagement will be central to the organizational study process. The Region is committed to maintaining a transparent, inclusive, and collaborative approach that actively considers stakeholder perceptions, concerns, and priorities throughout the study. Parents, staff, students, municipal leaders, and community members will have multiple opportunities to participate and provide input as recommendations are developed.

To support broad community involvement, the Region will host community forums, public input sessions, and routine information meetings designed to share updates, gather feedback, and answer questions. Parent involvement will be encouraged throughout the process to ensure that educational programming, student opportunities, and community values remain at the forefront of discussions.

In addition, a dedicated webpage will be established to house all study-related materials, including presentations, reports, timelines, meeting schedules, data findings, and frequently asked questions. This webpage will serve as a centralized communication hub to ensure consistent and equitable access to information for all stakeholders.

The Boards of Education will receive routine updates regarding the progress of the study, including formal reporting milestones scheduled for October 2026, February 2027, and May 2027. These updates will provide opportunities for Board discussion, public awareness, and continued refinement of the study process based on stakeholder feedback and emerging findings.

Areas of Investigation:

<u>History and Tradition</u>	Review important aspects that have been ingrained into the fabric of schools/communities. In what ways can we maintain history and tradition of local schools/communities.
<u>Data Collection</u>	Demographics Town residency Housing trends Socio-economic Student enrollment trends by town Birth rate analysis by town Staffing by school Class size by school Town Plans - 5 and 10 year plans
<u>Potential Designs</u>	Review multiple organizational layouts to accommodate K-8 education.

<u>Education</u>	<u>Finance and Operation</u>	<u>Governance and Community</u>
Curriculum - ELA, Mathematics, Writing, Science, Humanities, advanced curriculum	Building capacity analysis	Board of Education design -Representation and voting structure
Thematic Integration - agriscience, arts, outdoor adventure, play-based learning, EK, PreK	Location Analysis - design, capacity, ADA compliance, safety/security, technology infrastructure	Superintendent and district organization
Experiential Classes - World Language, Art, Music, Physical Education, Music, Instrumental, Vocal, STEAM, Library Media, Agriscience	Transportation - Number of buses, ride time, intradistrict transportation for activities, costs	Policies and bylaws
Schedules - start/end times, instructional schedules	Outplacement costs and projections	Legal requirements for new district
Student Services - In-district therapeutic programming (autism, behavioral), Special Education, Section 504, Tiered intervention, Behavioral supports, OT, PT, Speech, Social Work/Counseling,	Capital needs	Insurance and risk management
Nursing services	Current expenditures by building vs. projected expenditures by design	Impact on local control
School Based Health Care and Behavioral Health	Revenue sources	Municipal relations and collaboration
Class size	Per-pupil comparisons	Impact on property values
Student Experiences - activities, athletics, fields, gym space	State aid implications	Community usage of facilities
	Grant opportunities	Culture and Climate
	Debt obligations and liabilities by town	What will be the draw to the community if school designs change?
	Transition/start up costs	

	Five and ten year financial projections	
	Staffing structures: administrative, certified, non-certified, at-will	
	Employment contracts and at-will -Salary and benefits comparison	
	Cost comparison - state/national, what is the ideal number (if one exists)	

Next Steps:

Local BOE will add the following to their monthly Board of Education agenda:
 “Discussion and Potential Action - Review the Organizational Study Proposal and determine participation.”